

Idaho State Group Insurance Advisory Committee
August 23, 2010
Meeting Minutes

The August 23, 2010 meeting of the Idaho State Group Insurance Advisory Committee was held in Conference Room 155, LBJ Building, 650 West State Street, Boise, Idaho.

ATTENDANCE

Members Present:

Senator Charles Coiner (via conference call)
Representative Anne Pasley-Stuart
Director Teresa Luna, Chair
Betsy Johnson, Active Employee, Co-Chair
Dick Humiston, Retired Employee
Andrea Patterson, Judiciary Representative

Others Present:

Cynthia Ness, Program Manager, Department of Administration
Connie Smith, Chief Financial Officer, Department of Administration
Rebecca Fry, HR Manager, Department of Administration
Margaret Odedo, Management Assistant, Department of Administration

WELCOME

Director Luna called the meeting to order at 9:05 a.m.

GENERAL BUSINESS

Approval of Minutes:

MOTION: Betsy Johnson moved to approve the minutes as written for the May 20, 2010 Idaho State Group Insurance Advisory Committee. Seconded by Judiciary Representative Andrea Patterson.

UPDATES/PROJECTS:

Draft Benefits Statement: Cynthia Ness presented the required draft Benefits Statement to the committee noting that this is a document that allows for basic information that can be available to employee in September 2010. Due to part time employee's insurance benefits assessment, the information will only reflect what the total State contribution pays. Member Johnson asked how the information would be disseminated. Ms. Ness responded via payroll access through the State Controller's Office ITime messaging and the Employee Portal. Mr. Humiston asked if additional information should be provided to explain how the state determines qualification for benefits on the draft. It was agreed that additional information would be provided. Director Luna asked if we need to do a little more marketing with all HR folks. Ms. Ness stated that we will be sending an email to all agency HR individuals to make them aware of the document. Ms. Fry noted that she has been working with the Division of Human Resources on providing a forum for delegated and non-delegated agencies to discuss issues, regulations, and other human resource matters and perhaps this information could also be presented at that time.

Ms. Ness also presented a second draft that provides for additional information such as life insurance benefits, etc.; however this presentation would not be available until a later date due to required programming within the State Controller's Office. It was agreed that the first presented draft would go out to all employees in September and that the second item could go out the following year.

Home and Auto Insurance: Ms. Ness provided a draft email that would go out to all employees prior to September 1st, in regards to Home and Auto insurance that employees can opt into. Payroll training will be provided via webinar so that agency payroll individuals will understand the required codes needed to set up the deduction for employees. Ms. Smith asked if we should expect feedback from other insurance companies. Ms. Ness answered that there were only four companies that offered group home and auto coverage. The fourth company is too small to manage a group the size of the state of Idaho employees. Representative Pasley-Stuart asked if former Representative Deal had any concerns with the program because she would like Mr. Deal to be comfortable with this benefit. Mr. Humiston asked whether the Group Auto plans could be subject to adverse selection as a result of high risk drivers. Ms. Ness answered, no that the companies would underwrite the employee. The committee asked additional questions that Ms. Ness will need to research

- What types of discounts are available through a "group" plan that would be different than an individual policy that can be purchased in the retail market?
- What is the expected level of participation in the plan?
- What impact will the program have on independent insurance agents in the state?

Premium Holiday: Ms. Connie Smith reviewed that we will be implementing a premium holiday for all employees in November and December; this will be reflected on four paychecks and will cost approximately 31 million out of reserves held for this purpose. The two months were chosen around the holidays to help our state employees have more revenue for their holiday expenses. The state's portion of the two month premium holiday appropriation were reduced from the agencies FY 2011 budgets. Ms. Ness explained that sweep account funds will not be collected, although the three month collection on new hires subject to the 90 day elimination period will continue. An email will be sent out to all HR contacts to distribute to their employees regarding the premium holiday.

New Members: Ms. Luna explained to the committee that our current senator and representative will no longer serve on the committee beginning legislative session 2012 and asked Senator Coiner and Representative Pasley-Stuart for names of potential replacements. Representative Pasley-Stuart suggested Representative Elfreda Higgins and Senator Coiner stated that he will get back to the committee with a couple of names. The committee welcomed the suggestions and both Senator Coiner and Representative Pasley-Stuart will invite the new members to the next meeting.

DISCUSSION ITEM:

- Part Time Employee Audit: Ms. Fry explained that the next audit will be more extensive, as she will be looking at all employees and will provide a report at the next meeting.
- Reserves: Ms. Smith will provide information at the next meeting.
- Prescription Assistance: Ms. Ness stated that we have received a total of nine claims for reimbursement under the Prescription Assistance program, and have paid out \$14,680. Ms. Luna asked that we discuss at the next meeting any additional outreach that we can provide.

ANY OTHER BUSINESS:

Next meeting will be held November 22, 2010 at 9:00 a.m.

ADJOURNMENT

Meeting adjourned 9:50 a.m.

Respectfully submitted



Margaret Odedo
